

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF NEW YORK

CV

06 6173

Denise P. Jackson

Plaintiff,

v.

New York City Department of Education
And
United Federation Of Teachers (New York)

Defendants

COMPLAINT

JURY TRIAL DEMANDED
(within 10 days of service of
the defendant's answer-
Rule 38(b) of the Federal
Rules of Civil Procedure

VITALIANO, J.

BLOOM, M.J.

This action is brought for discrimination in employment pursuant to:

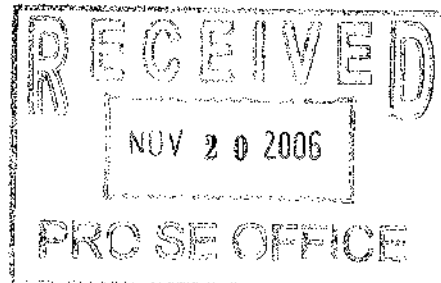
X

Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (amended in 1972, 1978 and by the Civil Rights Act of 1991, Pub. L. No. 102-166) (race, color, gender, religion, National origin).

X

Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621-634 (amended in 1984, 1990, and by the Age Discrimination in Employment Amendments of 1986, Pub. L. No. 92-592, the Civil Rights Act of 1991, Pub. L. No. 102-166).

Americans Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112-12117 (amended by the Civil Rights Act of 1991, Pub. L. No. 102-166).



Jurisdiction is specifically conferred upon this United States District Court by the Aforementioned statutes, as well as 28 U.S.C. §§ 1331, 1343. Jurisdiction may also be appropriate under 42 U.S.C. §§ 1981, 1983 and 1985(3), as amended by the Civil Rights Act of 1991, Pub. L. No. 102-166, and any related claims under New York Law.

1. Plaintiff resides at:

9728 3rd Avenue, #203

Kings County, New York, 11209, 718-564-9953 or 266-2823

2. Defendants reside at, or its business is located at:

65 Court Street

Kings County, Brooklyn, New York, 11201

And

335 Adam Street, Suite 2500

Kings County, Brooklyn, New York, 11201

3. The address at which I sought employment or was employed by the defendant(s) is:

65 Court Street

Kings County, Brooklyn, New York, 11201

4. The discriminatory conduct of which I complain in this action includes:

☐ Failure to hire.☒☐ Termination of my employment.☐ Failure to promote.☐ Failure to accommodate my disability.☒☐ Unequal terms and conditions of my employment.☒☐ Retaliation.☒

Other acts (specify): The UFT failed to properly follow procedure and protocol in the grievance process. I had many grievances filed but they were never properly recorded and/or addressed. The only grievance that went to step I where the principal and his assistant admitted culpability, was never honored and its step II never arranged. The article in the Amsterdam News has the principal boasting about the very few grievances that he has received. The pay roll secretary, Anna Slade, knew how horrible the harassment was for me until she cut out an article about how union chapter leaders should handle harassment. I went to my chapter leader and her leader and I got no help. The UFT also forged my signature on March 7, 2006, misrepresenting that I was still employed and aware of the attempts to revoke my licenses and certification to teach in New York City. Even though my probation was discontinued and I terminated on August 29, 2005, the union, Toni Scalfani, called at 11:51am on Sunday, 10/23, 2005, while I was in Los Angeles during the aftermath of Hurricane Katrina, to inform me that I could return to work if I cease and desist with the complaint. Additionally, in the winter of 2006, another union representative, Saraungan informed me that I could still return to work if I cease and desist with the complaint. Thus the union found itself responsible for this entire debacle from the ignoring of my cries for help in the Winter of 2005, to the official revocation of my licenses and certification in the Winter of 2006, and tried to undo this irreparable damage to my person and my career by offering a job that had been denied me since August 29, 2005. And, much more importantly, the NYC DOE lied to a U.S. Federal Agency and Agent when in early August, 2006, they informed the E.E.O.C. and its investigator that they are not attempting to revoke my state certification. In fact, on August 3, 2006, my licenses and certifications were 're-terminated' and the UFT did nothing to act on my behalf. Lying to a federal agency and its representatives is a violation under Title 18, U.S.C. § 1001.

5. It is my best recollection that the alleged discriminatory acts occurred on:
From October, 2004 to August, 2006.

6. I believe that the defendant(s):

X
_____ is still committing these acts against me.
_____ is not still committing these acts against me.

7. Defendant(s) discriminated against me based on my:

(X) race African-American

() color

() gender/sex

(X) religion Catholic

() national origin

(X) age 51

My date of birth is June 1, 1955

() disability

8. The facts of my case are as follows:

Attached is a chronology of events that pertain to both the discrimination and retaliation charges that I have brought against the New York City Department of Education and the United Federation of Teachers. The conclusion of these events is stated in paragraph #4 of this document. The reasons for these charges are intertwined and integrally related to the abuse and misuse of power that both the NYC DOE and the UFT indiscriminately and recklessly participated in. They jointly as well as individually accomplished the total and complete destruction of my career as an NYC educator.

Both of the aforementioned entities abused the teacher observation measurement to harass me to the point of quitting. When that did not work, they took my classes away from me and gave them to a lesser qualified teacher who did not have the training in neither the special program nor the time put into teaching at this school as I. I was denied bathroom privileges even when I expressed to my supervisor that I had a medical condition which necessitated I use the restroom frequently. I was given observations on the days before a holiday or vacation and on Fridays, when the students were not at their best and their minds preoccupied time off. I received an unsatisfactory rating on my 50th birthday and was told that my discontinuance was recommended. I was so distraught until I had to leave the morning of these events. I was stalked by my supervisor who would stand outside the music classes that I was given when my English classes were taken away from me and given to the lesser qualified Caucasian teacher. I was observed by the supervisor of the music department when I was officially in the English department. There are to be no observations of teachers when they work outside of their area. I was not given credit for the work that my students completed in order that their work be displayed in the yearly school forum. The credit was given to the team teacher. This team teacher was not given the same unsatisfactory rating as I was given even though she participated in the entire process. I was asked over and over again to transfer to another school. The principal set up the meeting for this transfer. The principal stated that if I did not transfer, I would continue to get U-ratings. This is a popular practice used by principals to rid themselves of unwanted teachers. Because my supervisor often denied me the right to a fair pre-observation, my students became very frustrated with doing work that they were not familiar with. My supervisor would not allow my students to

work on the Ramp-Up curriculum for which I received training. My students also experienced success in this. Having Sp. Ed. students write a 5-paragraph essay with no previous training, dooms both the teacher and students to failure. I was called a horrible teacher who had no rapport with parents and/or students? The record will show that this is absurdly false. I was also labeled a teacher who puts her students in harm's way. I have been teaching for approximately 18 years and never were my students put in harm's way. In the fall/2004, I received my first unsatisfactory rating. Right after this, I received a glowing report from my principal and supervisor when the regional director and the regional instructional supervisor applauded me for the extraordinary performance that my students exhibited. From that time on, my observations were all unsatisfactory. I was denied the ability to participate in the grievance process because my union representative and her supervisor never properly filed all of the many grievances that I presented. Her supervisor, Charles Turner, once accused me of harassing him because I sent him all of the documentation of this abuse and harassment. The union never assisted me with any resolution to the dissolution of the intense abuse and harassment that I was taking from my employers. The principal gave me a prayer, mocking my religion and God, when I presented him with the harassment and abuses that he and his assistant principals were making me endure. Additionally, I was hospitalized twice as a result of the abuse and harassment at this school. The supervisor asked that I hide all of my student work since the teacher-the lesser qualified, Caucasian was destroying the work-the supervisor did not reprimand this teacher. When I was hospitalized, the supervisor gave my classes to the younger teacher who lost her classes after going out on maternity leave. This teacher was always slotted to take my place since more teachers were hired

than needed. My students were told that I would not be returning, this was a falsehood that adversely affected my students to the point of calling me in tears. After one of the many observations that I was given, the principal told me that if I brought the student work, he would change the U rating to a satisfactory one; he did not. And, Ms. Alder, the teacher slotted to take my place after my departure and her returning from maternity leave, worked in the office as a clerk or whatever she decided to do. At school's end, when I received my final rating, the principal and his assistant only asked for a discontinuance of my probation; however, his supervisor asked that my licenses and certification be taken away. For almost every event that occurred, I wrote the principal letters to which he never responded. There is an article which documents the tricks that principals use when they want to get rid of teachers and replace them. Eventually, that teacher finds herself out of a job. In another article, the principal bemoans not being able to pick and choose his own staff. The exhibits and the evidence will show that the union didn't work for me; however, they worked extremely well for the NYC D.O.E.

9. It is my best recollection that I filed a charge with the New York State Division of Human Rights or the New York City Commission on Human Rights regarding regarding defendant's alleged discriminatory conduct on: _____.
10. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct on:

March 29, 2006.

11. Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct,

 x 60 days or more have elapsed.

 less than 60 days have elapsed.

12. The Equal Employment Opportunity Commission:

 has not issued a Right to Sue letter.

 x has issued a Right to Sue letter, which

I received on October 18, 2006.

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunction orders, damages, costs, and attorney's fees.


Plaintiff's Signature

Dated: November 15, 2006

9728 3rd Avenue, #203

Brooklyn, New York 11209

718+564-9953/266-2823

DISMISSAL AND NOTICE OF RIGHTS

To: Denise Jackson
9728 3rd Avenue, #203
Brooklyn, NY 11209

From: Boston Area Office - 523
John F. Kennedy Fed Bldg
Government Ctr, Room 475
Boston, MA 02203



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

523-2006-00305

Edith Kessler,
Investigator

(617) 565-3206

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.



Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.



While reasonable efforts were made to locate you, we were not able to do so.



You were given 30 days to accept a reasonable settlement offer that affords full relief for the harm you alleged.



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Robert L. Sanders,
Area Director

AUG 30 2006

(Date Mailed)

Enclosures(s)

cc: NY CITY DEPT OF ED/ROBESON HIGH SCHOOL
c/o Mary McKenna Rodriguez, Senior Counsel
52 Chambers Street, Room 308
New York, NY 10007

There are 201 pages in the exhibit packet.

Paragraph #4 of the complaint has exhibits A-G.

Paragraph #8 of this same complaint, begins with a chronology labeled as exhibit 1. This chronology contains exhibits H-X. Further, paragraph #8 in this same complaint both continue and concludes with exhibits 2-~~22~~.

17

Finally, the video and audio tape exhibits are labeled exhibits ~~23~~ and ~~24~~, respectively.

18

19

EXHIBIT **A**

STEP 1 GRIEVANCE FORM

SCHOOL: PAUL ROBESON DISTRICT: 73

NAME OF GRIEVANT: DENISE JACKSON

TITLE - (TEACHER, GUIDANCE COUNSELOR, PARA, ETC.): TEACHER

FILE #: 815661 SOCIAL SECURITY #: 433082238

HOME ADDRESS: 9728 3rd Ave #203
BROOKLYN, NY 11209

HOME PHONE: 718 564-9953

SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS
ON WHICH THE GRIEVANCE IS BASED: Ms. Gatti And Ms. Daniel Wilk
have unfairly rated my observational lessons
unfairly.

DATE GRIEVANCE OCCURRED: 5/27/05 + 6/6/05

SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE
VIOLATED: 20

SPECIFIC REMEDY SOUGHT: STOP USING OBSERVATIONS
AS A MEANS OF HARRASSMENT.

I SHALL BE REPRESENTED BY MS. MALINOWSKI, MY UFT
CHAPTER LEADER OR A DESIGNATED ALTERNATE.

DATE FILED: 6-7-05

[Signature]
Signature of Grievant

CT:sd
OPEIU:153

cc: Charles Turner
UFT - 335 Adams Street
Brooklyn, NY 11201

STEP II GRIEVANCE FORMSCHOOL: Paul Robeson Bus + Tcd DISTRICT: 73NAME OF GRIEVANT: Denise P. JacksonTITLE - (TEACHER, GUIDANCE COUNSELOR, PARA, ETC.): TeacherFILE #: 815661 SOCIAL SECURITY #: 433-08-2238HOME ADDRESS: 97 28 3rd Ave #203
Brooklyn, NY 11209HOME PHONE: 718 + 564-9953SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS
ON WHICH THE GRIEVANCE IS BASED: No written response
on step I where forth he described and
delineated the resolution verbally, promised
it in writing but didn't give.DATE GRIEVANCE OCCURRED: 5/12/05SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE
VIOLATED: _____SPECIFIC REMEDY SOUGHT: Written resolutionI SHALL BE REPRESENTED BY Ms. J. Malinowski, MY
UFT CHAPTER LEADER OR A DESIGNATED ALTERNATE AND CHARLES
TURNER, UFT DISTRICT REPRESENTATIVE OR HIS DESIGNATED
ALTERNATE.Denise P. Jackson
Signature of Grievant

DATE FILED: _____

CT:sd
OPEIU:153cc: Charles Turner
UFT - 335 Adams Street
Brooklyn, NY 11201 (include Step I decision, if any)

DATE: 4-6-05CHAPTER LEADER: JADZIA MALINOWSKISCHOOL/DISTRICT: PAUL ROBESON, 17/73 REGION 6GRIEVANT(S): DENISE JACKSON

SUPERVISOR(S) RESPONSIBLE FOR VIOLATION:

(NAME(S)/TITLE(S)):

Barbara Gatti, AP, EnglishWITNESS(ES): I have documentation and records
since the Fall of 2003"W's"
the Fall1. WHEN DID IT HAPPEN? (Time/Date): Since 2003 - esp.she harasses and stalking me on 4/4/05 at 1:212. WHERE DID IT HAPPEN?Paul Robeson School, esp outside of
449 my Music Class - I fear for my life
she has tried everything to make me leave -3. WHAT HAPPENED? (What did Supervisor do/not do to give rise to complaint?)Ms. Gatti is harassing and stalking me so that I can
quit or leave. She has too many English teachers and not
enough classes; she took away my official classes and
gave them to a new, less experienced white teacher.4. WHY IS IT GRIEVABLE? (Cite specific article(s), section(s), page #(s), etc. of
Agreement or Policy violated):20 22 21Denise D. Jackson

DATE: 4-6-05CHAPTER LEADER: JADZIA MALINOWSKISCHOOL/DISTRICT: PAUL ROBESON, 73/17 REGION 6GRIEVANT(S): DENISE JACKSON

SUPERVISOR(S) RESPONSIBLE FOR VIOLATION:

(NAME(S)/TITLE(S)):

Ira Weston - PRINCIPAL

WITNESS(ES): I have documentation and official records where he has sanctioned everything Gatti has done to me so that I will leave.

"W's"

1. WHEN DID IT HAPPEN? (Time/Date): Since Oct 2004 - when I went to him and he says "to whom much is given much is required" - he then gives me prayer
2. WHERE DID IT HAPPEN? of crosses to bear.

In his conference room and throughout school - whenever he sees me He wants to know when I'm leaving.

3. WHAT HAPPENED? (What did Supervisor do/not do to give rise to complaint?)

Mr Weston has allowed Gatti to strip away every ounce of professionalism that I've amassed in the last 18 years. I have gone from mentor to being mentored by Gatti whose instructions Mr Weston corrected. They have taken away my position and given it to a lesser experienced white teacher - they have conspired to give me 3 unfair

4. WHY IS IT GRIEVABLE? (Cite specific article(s), section(s), page #(s), etc. of Agreement or Policy violated):

20 21 22

When the 1st was illegal and the last was illegal.

Alou. [Signature]

DATE: 4-6-05CHAPTER LEADER: JADZIA MALINOWSKISCHOOL/DISTRICT: PAUL ROBESON 17/73 REGION 6GRIEVANT(S): DENISE JACKSON

SUPERVISOR(S) RESPONSIBLE FOR VIOLATION:

(NAME(S)/TITLE(S)):

Barbara Gatti, Ap English

WITNESS(ES):

Documentation and official records
dating back to the Fall of 2003"W's"1. WHEN DID IT HAPPEN? (Time/Date): Paul Robeson High - Since Fall, 2003.4/4/05, 12:15pm, she stalks me out side my music class and
then later has my 2 white counterparts try to engage2. WHERE DID IT HAPPEN? me in a frey.Paul Robeson High School3. WHAT HAPPENED? (What did Supervisor do/not do to give rise to complaint?)Ms. Gatti has harassed and stalked and denigrated
me since my employ. She has also discriminated
against me because of her intense dislike for me.She has allowed me to suffer from anxiety and disgrace
as she has illegally and maliciously ruined my pro-fession.
She has taken away my official classes and given them to4. WHY IS IT GRIEVABLE? (Cite specific article(s), section(s), page #(s), etc. of a white Count Agreement or Policy violated):20 21 22Denise Jackson

part who is
less experienc
she has never
helped me
because she
was intent on
ruining me

Christy Moses
4/6/05

STEP 1 GRIEVANCE FORM

SCHOOL: PAUL ROBESON DISTRICT: 73/17 REGION 6

NAME OF GRIEVANT: DENISE JACKSON

TITLE (TEACHER, GUIDANCE COUNSELOR, ETC.): Teacher

SOC. SEC. #: 433-08-2238

FILE #: 815661

PHONE #: 718-564-9953

DATE GRIEVANCE OCCURRED: ONGOING

SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS ON WHICH THE GRIEVANCE IS BASED:

Letter in the file dated + HARRASSMENT

This is a RE-ORGANIZATION grievance YES _____ NO X

SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE VIOLATED:

21A5 20 22

SPECIFIC REMEDY SOUGHT:

Removal of letter - STOP HARRASSMENT, DISCRIMINATION
STALKING - DEMOTION, ETC.

I SHALL BE REPRESENTED BY MS. MALINOWSKI MY CHAPTER LEADER OR A DESIGNATED ALTERNATE.

Denise D. Jackson
Signature of Grievant

DATE FILED: 4-6-05 WED.

STEP 1 GRIEVANCE FORM

SCHOOL: Paul Robeson DISTRICT: 73NAME OF GRIEVANT: Devin P JacksonTITLE - (TEACHER, GUIDANCE COUNSELOR, PARA, ETC.): TeacherFILE #: 815661 SOCIAL SECURITY #: 453-08-2238HOME ADDRESS: 4128 3rd Ave #203, Brooklyn, NY 11209HOME PHONE: 718-564-9957

SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS ON WHICH THE GRIEVANCE IS BASED: Mr. Weston and Ms Gatti have a habit of scheduling observations and then postponing them at and after the last minute. Since I have not transferred, Ms have been promised me, so then why stress me to the max - unnecessarily.

DATE GRIEVANCE OCCURRED: 5/6/05

SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE VIOLATED: _____

SPECIFIC REMEDY SOUGHT: stop harassing me with these terror tactics.I SHALL BE REPRESENTED BY Ms. J. Malinowski, MY UFT CHAPTER LEADER OR A DESIGNATED ALTERNATE.

Devin P. Jackson
Signature of Grievant

DATE FILED: 5-27-05CT:sd
OPEIU:153cc: Charles Turner
UFT - 335 Adams Street
Brooklyn, NY 11201

STEP II GRIEVANCE FORM

SCHOOL: Paul Robeson Bus. & Tech. District: 73

NAME OF GRIEVANT: Dorise P. Jackson

TITLE - (TEACHER, GUIDANCE COUNSELOR, PARA, ETC.): Teacher

FILE #: 815661 SOCIAL SECURITY #: 433-08-2238

HOME ADDRESS: 9128 3rd Ave #203
Brooklyn NY 11209

HOME PHONE: 718 + 564-9453

SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS
ON WHICH THE GRIEVANCE IS BASED: No written response
on step I where for the he described how
it is written but did not give a promised

DATE GRIEVANCE OCCURRED: 5/12/05

SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE
VIOLATED: _____

SPECIFIC REMEDY SOUGHT: Written resolution

I SHALL BE REPRESENTED BY Mrs. J. Malinowski
TURNER, UFT CHAPTER LEADER OR A DESIGNATED ALTERNATE AND CHARLES
ALTERNATE. _____, MY

fill in as well as sign

Dorise P. Jackson
Signature of Grievant

DATE FILED: _____

Ms. Jackson

Call New Utrecht to set
up your interview. The opening is
supposed to be in early April. Check
with English A.P. and/or Principal

I'll speak to you
on Wednesday

J Malinowski

Malinowski,

I cannot meet with
Booth on 4/6/2005, at least
you have known about this
for a while since the Fall, 2004.
It has gotten increasingly
harsh to hear from you she

4/19/05

Ms. Malinowski,

For all that its worth,
please see me immediately.
Ms. Gatti gave me a ~~black~~
envelope witnessed by McCranton.
I did not accept it so she
placed it on my desk, it is
still there.

Are you interceding and arbitrating
on my behalf? Can you give
me a written report on the
last letter you intercepted and
then let me know the resolution?
I hope so.

Additionally, when Weston told
me on 3/7/05, that he didn't want
Gatti observing me, I interpreted that
to mean that he usurped her
supervisory authority over me and placed
himself there, particularly when he
persisted in me finding another position.

Denni Jackson
P.S. Take care of the green envelope today, Weston is here

5/11/05

Ms. Malinowski,

For almost two years I have come to you with complaints about harassment that Weston and Gatti have consistently perpetrated. To date, you have not responded in a timely manner.

On yesterday, 5/10/05, I informed you about the latest harassment from the aforementioned perpetrators as well as my need to grieve, particularly since a promise from both of the above was made. Last Thursday, Mr. Weston promised to do better by me since he knows how much stress I have had to endure. The very next day, he and Gatti were back to their old tricks.

If your allegiance to Mr. Weston clouds your supposedly objective stance as UFT Chapter leader, than please, let the union administrators know this so that I can receive fair representation.

Additionally, I want this latest grievance to be put on record immediately, contract dictates a speedy process.

Sincerely,



Denise P. Jackson

CC: Charles Turner
UFT Administration
Linda Ingle, EEOC

5/27/05

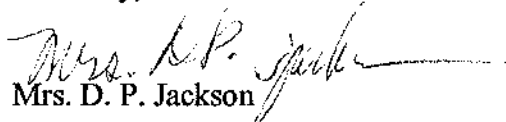
Ms. Malinowski,

I would like for you to bring immediate charges of withholding resources against Ms. Gatti. As she did with my public speaking class, so is she now doing with my Ramp Up students? Yesterday she observed these students (most of whom are on the special ed. List) successfully participating in the construction of a 5-paragraph essay and she now wants to take the resource that they are using away? I just don't get it! It is okay that she and Mr. Weston want to destroy my reputation and career because the cream always rises to the top; however, when you deliberately refuse students the opportunity to learn and grow, its criminal!!!

Additionally, you ask that I sign and deliver the observation report before you file the grievance. However, this seems backward and I will not do it this way. You file the grievance and attach the observation report before it's delivered.

Finally, I need some feedback on the Step II grievance in writing so that I can complete my file.

Sincerely,


Mrs. D. P. Jackson

PS. Please secure an early leave for me today at 1:15pm(when my last class ends) because since yesterday, at 9:54 am., I have been sickened to my stomach.


May 13, 2005

Dear Ms. Malinowski,

As you promised on yesterday, please initiate step II since there was no written response to the step I grievance.

Thanking you in advance for your cooperation in this matter.

Sincerely,


Mrs. D. P. Jackson

CC: Charles Turner, UFT
Linda Ingle, EEOC

5/27/05

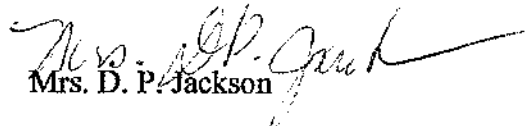
Ms. Malinowski,

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Additionally, you ask that I sign and deliver the observation report before you file the grievance. However, this seems backward and I will not do it this way. You file the grievance and attach the observation report before it's delivered.

Finally, I need some feedback on the Step II grievance in writing so that I can complete my file.

Sincerely,


Mrs. D. P. Jackson

PS. Please secure an early leave for me today at 1:15pm(when my last class ends) because since yesterday, at 9:54 am., I have been sickened to my stomach.

Denise P. Jackson
9728 3rd Avenue # 203
Brooklyn, NY 11209

November 5, 2005

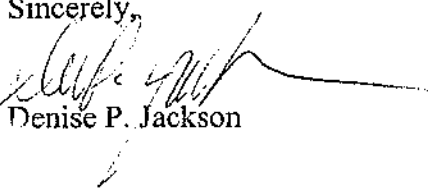
UFT
ATTN: Mr. Stew Rothstein
335 Adam Street, Suite # 2500
Brooklyn, NY 11201

Dear Mr. Rothstein:

Per our previous conversation conducted on Tuesday, November 1, 2005, please be informed that because of the time restraints and restrictions in the hearing process, I'm requesting an immediate hearing that encompasses both the grievances and the unlawful discontinuance.

If you have any questions please feel free to call me at (718) 564-9953.

Sincerely,


Denise P. Jackson

4/12/05

Kalinowski,

as you predicted yesterday,
4/11/05, Mr. Weston is avoiding
responding to the grievance
and you wouldn't be surprised
if he is out today - 5-day
period up today.

However, as we both concurred,
he gave me a signed observation
while he's in Mexico (absentia)
so we can handle the grievance
in the same manner - in
absentia -

Sincerely,
Dennis Jackson

P.S. See me as soon as you can

PAUL ROBESON HIGH SCHOOL FOR BUSINESS AND TECHNOLOGY

150 Albany Avenue
Brooklyn, New York 11213

Fostering the Pursuit of Excellence

Ira C. Weston, Principal

(718) 774-0300

MEMORANDUM

TO: Ms. Denise Jackson

FROM: Ira C. Weston, Principal

DATE: June 7, 2005

RE: **GRIEVANCE HEARING**

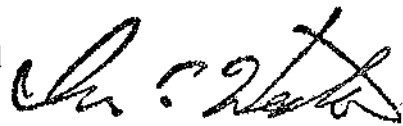
Please be advised that Step 1 Grievance Hearing has been scheduled for **Monday, June 13, 2005 at 10:55(pd.4)** in the principal's office.

Please see my secretary to confirm this meeting.

Thank you.

C: B. Gatti, AP-English
J. Malinowski, UFT Rep.

ICW/cgl



After the Madison Square Garden Rally, the Mayor and Ms. Randi Weingarten had a meeting. There was some bargaining taking place, BUT after the Mayor lost his Stadium bid, everything is back to normal.

Albany ends their sessions on 6/23.

City is pushing for whistle blower protection.

Hiking of teacher choice money to \$200

Talks are scheduled for the following dates:


Union 6/10 and 6/13

6/15 could be a date for a late bargaining session

City 6/24 and 6/26

6/30 Rebuttal date

Police arbitration ends on the last day of June. We would like to have some sort of an agreement before then.

 U-ratings are being give to many individuals over the age of 40 (some believe that this is age discrimination)

I'd like to Thank the following individuals who attended the Madison Square Garden Rally:

Mr. Lopez	Ms. Gilmore	Mr. J. Rodriguez	Mr. Stevens	Ms. Worrell
Mr. Roberts	Ms. Hudson	Ms. Jermott		

If I've forgotten to thank anyone else, please forgive me!

**MORE NEWS WILL BE RELATED TO ALL OF YOU
ON FRIDAY, 6/17, SINCE I'LL BE ATTENDING
ANOTHER MEETING IN NYC ON WEDNESDAY 6/15**

EXHIBIT **B**

STEP II GRIEVANCE FORM

SCHOOL: Paul Robeson High DISTRICT: 73
 NAME OF GRIEVANT: Denise P. Jackson
 TITLE - (TEACHER, GUIDANCE COUNSELOR, PARA, ETC.): _____
 FILE #: 815661 SOCIAL SECURITY #: 433-08-2238
 HOME ADDRESS: 97283rd Ave # 203
Brooklyn, NY 11209
 HOME PHONE: 718-564-9953

SET FORTH SPECIFICALLY THE ACT OR CONDITION AND THE GROUNDS
 ON WHICH THE GRIEVANCE IS BASED: NO WRITTEN
RESPONSE GIVEN WITHIN TIME FRAME.
CONTINUED HARRASSMENT AND INTIMINATION.

DATE GRIEVANCE OCCURRED: 5/12/05

SPECIFIC CONTRACTUAL ARTICLE(S) AND SECTION(S) ALLEGED TO BE
 VIOLATED: 20, 22

SPECIFIC REMEDY SOUGHT: STOP HARRASSMENT. WRITTEN
AGREEMENT PROMISED AT STEP I AND
NEVER DELIVERED IN WRITING.

I SHALL BE REPRESENTED BY MS. MALINOWSKI, MY
 UFT CHAPTER LEADER OR A DESIGNATED ALTERNATE AND CHARLES
 TURNER, UFT DISTRICT REPRESENTATIVE OR HIS DESIGNATED
 ALTERNATE.

Denise Jackson
 Signature of Grievant

DATE FILED: 6-8-05

CT:sd
 OPEIU:153

cc: Charles Turner
 UFT - 335 Adams Street
 Brooklyn, NY 11201 (include Step I decision, if any)

EXHIBIT C

NEW YORK Amsterdam News

Vol. 96 No. 19 May 5-May 11, 2005
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The new Black view

75¢ New York City
\$1.00 Outside N.Y.C.

Despite Union:

A PRINCIPLED STAND

By JAMAL E. WATSON
Amsterdam News Staff

It's early in the morning at Brooklyn's Paul Robeson High School for Business and Technology, and Ira C. Weston is already making his second trip around the aging school building.

"Get that hat off your head," Weston, the school's principal, tells one student. "Why are you in the hallway?" he asks another. "Go to class. And take those headphones off."

For Weston, who started his career at Robeson High School in 1985, the challenges have been daunting, but the no-nonsense administrator, who works 12-hour days, is trying to do something that others have predicted almost impossible: transform a failing school into a high-end achieving one.

Weston has lofty ideas for the Crown Heights school that others have long written off. He believes in these students, stopping them in the hallways to buttonhole them about college.

For most of these students—who are Black and poor—Weston's inquiries are greeted with respect. His tough-love approach has given students the needed confidence to encourage them to apply and get accepted into some of the nation's top-tier universities.

In recent years, students from Robeson have gone on to New York University, the University of Pennsylvania and Columbia.

On the surface, that seems good.

But Robeson still has a long way to go. Only 60 percent of the

(Continued on Page 29)



Principal Ira C. Weston making the rounds at Paul Robeson High School in Brooklyn.

Schools

(Continued from Page 1)

students here graduate and go off to college. A large portion of the students are performing below average, forcing Weston to initiate 15 partnerships with outside institutions like Citicorp, or recruiting a group of aging alumni from Princeton University to come into the school to tutor students several days a week.

"I am not afraid to ask for help," said Weston, who taught in China and Kenya before winning a fellowship in the early 1980s to attend Teacher's College at Columbia University. "We have to bring resources into the school from outside of the building."

Weston, like other school principals across the city, faces some of the same dilemmas: not enough resources to service a public school system that is bigger than some U.S. cities.

But in New York—unlike some other school districts—Weston doesn't ultimately have complete autonomy over his school. He, like other New York City administrators, is restricted by a stringent union contract that enables tenured teachers who have been in the system for years to fill a vacancy in a school even if the principal has another candidate in mind.

"It pisses me off that I can't

ers over the past few years who are idealistic but have little teaching experience working in challenging urban settings.

"I can't say, Let me go out. Let me hire. Let me recruit," he said.

School reform advocates have long argued that at schools like Robeson, which has had a long history of underperformance, students could benefit from having more seasoned educators in the classroom.

"If you have a good principal, you want them to have autonomy," said Gary Orfield, a Harvard University professor who is an expert on urban education.

But under the current union contract negotiated by the United Federation of Teachers, once a teacher reaches tenure, he or she has the option of transferring to a high-performing school, leaving many underperforming schools in largely poor, Black and Latino communities staffed with a batch of first- and second-year teachers.

It's no coincidence, some argue, why young, inexperienced teachers in some of the city's most challenging schools get burnt out after their second year on the job. At Robeson, there has been turnover. Teachers have left the profession, some have moved away, and some left because they were concerned about the tough neighborhood where the school is located. It is just a block away from one of the city's most dangerous housing projects.

ment that most city parents don't know exists nor can fully comprehend—does not require that teachers monitor students in the hallway as they pass to and from classes or that they supervise students on the recess playground.

"You think the union is protecting the interest of the students, but in reality, they are protecting the interests of teachers," said Courtney Harris, a Harlem resident who recently took her daughter out of public schools and enrolled her in a charter school.

Harris isn't alone. Each year, dozens of parents crowd into city schools urging principals to provide services for their students that the union contract explicitly prohibits teachers from performing. One teacher at a Manhattan school said that she did not volunteer for certain jobs (such as staying after school to sponsor an art and drama club) because it was frowned upon by other teachers active in the union.

"I feel torn," said the teacher, who asked that her name not be identified. "When we signed up to be teachers, we pledged to give it our all. But some of my colleagues are in this thing for a paycheck. It's hard to criticize them because then you are viewed as being against the union."

Joel Klein, chancellor of the public schools, is convinced that the teachers union has made it



IRA C. WESTON

income groups—to receive a quality education in New York.

"This is really a civil rights issue," said Klein, who has called for reforms in the contracts.

At a gathering before a largely African American crowd in Harlem last week, Mayor Michael R. Bloomberg chastised the teachers union for advocating for a contract that rewards teachers based on seniority, allowing tenured teachers to escape troubled schools where they are needed most.

"This is counter-intuitive," said Bloomberg, who is running for reelection.

Repeated calls to Randi Weingarten, president of the UFT, were not returned.

At Robeson, Weston acknowledges that he has his "talented

matter what—but it's the other students that he stays up at night worrying about.

And he's also lucky. He hasn't had to deal with the union in years. "We haven't had a grievance in three or four years," said Weston, who has been the principal for the past nine years. "We resolve any issues beforehand, so we've been lucky."

But Weston doesn't buy the notion that tenured teachers who aren't performing ought to be coddled and protected, either. "You're as good as your last earnings," he said, adding that the results of good teaching should prove evident in student performance.

Jamal E. Watson can be reached at jamalwats@aol.com. This is the first in a series of

EXHIBIT **D**

2005 EAS Jan

NEW YORK

... opportunity to indicate the time scheduled, grade and program you prefer for the next school year or semester. Be sure to return your preference sheet as instructed. Principals and supervisors should consider your preferences and try to accommodate them within the contractual rules of rotation, which are designed to promote fairness. See your chapter leader if you have questions about your preference sheet or the rules of rotation.

☐ Sad to say, new teachers and other UFT members sometimes report that supervisors harass them in all kinds of ways. If you believe you are the victim of supervisory harassment, immediately tell your chapter leader. The contract provides for a special and expedited complaint process to protect you from coercion and intimidation by administrators.

debts to repay the AFT PLUS Student Loan Repayment Program. This program, which is available to you as a UFT member and guaranteed by the U.S. Department of Education, lets you lock in low interest rates and offers superior benefits and customer service compared with those offered by other loan consolidation providers. In addition to simplifying your life by making only one monthly payment, the program may lower your monthly payments by as much as 54 percent. To find out if you are eligible and for further information, call 1-800-936-4976 and ask to speak with an AFT PLUS-dedicated loan counselor.

☐ For more information about other union programs for new teachers, visit the UFT Web site at www.uft.org and the Teacher Center Web site at www.ufttc.org. Also, see the "Events" column on page 25.

APRIL 28, 2005 / 35

From: A. Slade

EXHIBIT **E**

9728 Third Avenue
Brooklyn, NY 11209
February 28, 2006

Virginia Caputo
Office of Appeals & Reviews
7th Floor
Department of Education
65 Court Street
Brooklyn, NY 11201

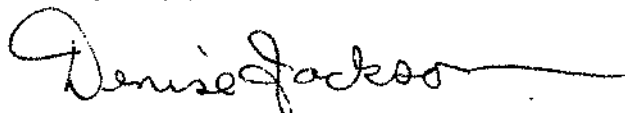
Dear Ms. Caputo:

I hereby request an appeal for the following reasons(s): Check appropriate category(ies).

- ☐ "U" Rating
☒ C-31
☐ C-31 and "U" Rating
☐ C-31 and Discontinuance/Denial of Completion of Probation

Thank you.

Very truly yours,



Name: Denise Jackson
File #: 815661
School/District: Paul Robeson H.S./D.73
Principal: Ira Weston
For School Year Ending: June 28, 2006
Home Phone: 718-564-9953

ad/
Opeiu:153
c: Robert Astrowsky
Brooklyn Borough Representative

K625

27921

MAR 07 2006

9228 3RD AVE, #203
BROOKLYN, N.Y. 11209

Date:

6/23/05

Virginia Caputo
Office of Appeals & Review
7th Floor
Department of Education
65 Court Street
Brooklyn, New York 11201

Dear Ms. Caputo:

I hereby request an appeal for the following reason(s): Check appropriate category(ies).

- ☐ "U" Rating
☐ C-31
☐ C-31 and "U" Rating
☒ C-31 and Discontinuance/Denial of Completion of Probation

Thank you.

Very truly yours,

Denise Jackson

Name DENISE JACKSON

File # 915661

EIS# 0915661

School/District: PAUL ROBESON HS #5/73/R.6

Principal LRA WESTON

For School Year Ending: JUNE, 2005

Home Phone: 718-564-9953


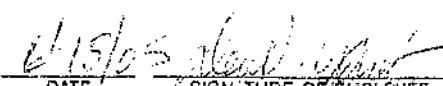
If/
c

Robert Astrowsky,
Brooklyn Borough Representative

SECTION 1 - REPORT BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR

COMMENTS (as checked. "NA" indicates "Not Applicable.")	SATIS-FACTORY	UNSATIS-FACTORY	ADDITIONAL COMMENTS
A. PERSONAL AND PROFESSIONAL QUALITIES			
1. Attendance and punctuality		✓	
2. Personal appearance	✓		
3. Voice, speech and use of English	✓		
4. Professional attitude and professional growth		✓	
5. Resourcefulness and initiative		✓	
B. PUPIL GUIDANCE AND INSTRUCTION			
1. Effect on character and personality growth of pupils		✓	
2. Control of class	✓		
3. Maintenance of wholesome classroom atmosphere		✓	
4. Planning and preparation of work		✓	
5. Skill in adapting instruction to individual needs and capacities		✓	
6. Effective use of appropriate methods and techniques		✓	
7. Skill in making class lessons interesting to pupils			
8. Extent of pupil participation in the class and school program			
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude		✓	
10. Attention to pupil health, safety and general welfare		✓	
C. CLASSROOM OR SHOP MANAGEMENT			
1. Attention to physical conditions	✓		
2. Housekeeping and appearance of room	✓		
3. Care of equipment by teacher and children	✓		
4. Attention to records and reports		✓	
5. Attention to routine matters		✓	
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES			
1. Maintenance of good relations with other teachers and with supervisors		✓	
2. Effort to establish and maintain good relationships with parents		✓	
3. Willingness to accept special assignments in connection with the school program	✓		
E. ADDITIONAL REMARKS (additional sheets, signed and acknowledged may be attached):			
<div style="display: flex; justify-content: space-around;"> <div>12/22/04 B. Gatti AP/Eng</div> <div>2/18/05 B. Gatti AP/Eng</div> <div>6/2/05 I. Weston Principal</div> <div>5/27/05 B. Gatti AP/Eng</div> </div>			

SECTION 2 - PERFORMANCE EVALUATION

OVERALL EVALUATION S, U, or D (D for first year probation only) For the period: From 9/7/04 to 6/28/05	SIGNATURE OF PRINCIPAL (If other - give title)  DATE 6/13/05	ACKNOWLEDGMENT BY EMPLOYEE I have received this report on: 6/15/05  DATE SIGNATURE OF EMPLOYEE
--	---	--

(Complete Reverse Side for Probationary Personnel Only)

EXHIBIT **F**

cingular
WIRELESS

Page: 15 of 31
Billing Cycle Date: 10/12/05 - 11/11/05
Account Number: 00112434-001-42

Call Detail (Continued)
User Name: DENISE P JACKSON

718-564-9953

Rate Code: NPA4=NATP2000RUMMUNW

Rate Period (Pd.): P=Peak; N=Nights; W=Weekends

Call To: ** = International Call Terminated To Mobile

Feature: I=PTT One-to-One event; a=Automated Call Return; A=Alternate Line; B=Direct Asst Call Complete; C=Call Waiting;

d=Directory Assistance Call; D=Data Call; E=Extended Local Area; F=Call Forwarding; g=PTT Group event; G=2-N-1 Call;

H=Group Mobile to Mobile Calls; I=Incoming Call; K=Fax Call; M=Mobile to Mobile; O=Auto Dropped Call Credit;

P=Priority Access Service; Q=V-VPN; R=Convert to Home; S=Shared Minutes; T=Three Way Calling; v=Voice Activated Dialing;

W=Weekends; X=Fax Mailbox; Y=Rapid Reply

Item	Day	Date	Time	CL	Number Called	Call To	Min	Rate Code	Rate Pd	Fea- ture	Airtime Charge	LD DA	Total Charge
451		10/22	10:42AM		504-813-1658	INCOMI CL	3	NPA4 W		IRW			0.00
452		10/22	10:46AM		614-476-6082	GAHANN OH	2	NPA4 W		RW			0.00
453		10/22	11:12AM		504-813-1658	KENNER LA	1	NPA4 W		RW			0.00
454		10/22	11:14AM		908-463-0020	LINDEN NJ	1	NPA4 W		RW			0.00
455		10/22	11:18AM		504-235-9070	INCOMI CL	1	NPA4 W		IRW			0.00
456		10/22	11:59AM		818-415-6834	INCOMI CL	1	NPA4 W		IRW			0.00
457		10/22	12:16PM		818-415-6834	BURBAN CA	3	NPA4 W		RW			0.00
458		10/22	12:19PM		661-877-1613	SANCLA CA	1	NPA4 W		RW			0.00
459		10/22	12:32PM		661-877-1613	INCOMI CL	1	NPA4 W		IRW			0.00
460		10/22	12:44PM		661-877-1613	SANCLA CA	3	NPA4 W		RW			0.00
461		10/22	12:45PM		661-877-1613	INCOMI CL	6	NPA4 W		IRW			0.00
462		10/22	12:50PM		818-415-6834	BURBAN CA	5	NPA4 W		RW			0.00
463		10/22	01:03PM		504-235-9070	INCOMI CL	2	NPA4 W		IRW			0.00
464		10/22	01:34PM		504-235-9070	NEWORL LA	2	NPA4 W		RW			0.00
465		10/22	01:43PM		504-235-9070	NEWORL LA	1	NPA4 W		RW			0.00
466		10/22	01:45PM		504-235-9070	NEWORL LA	1	NPA4 W		RW			0.00
467		10/22	02:08PM		213-926-1519	INCOMI CL	1	NPA4 W		IRW			0.00
468		10/22	02:09PM		213-926-1519	LOSANG CA	1	NPA4 W		RW			0.00
469		10/22	02:13PM		504-235-9070	NEWORL LA	1	NPA4 W		RW			0.00
470		10/22	02:20PM		504-235-9070	INCOMI CL	1	NPA4 W		IRW			0.00
471		10/22	03:28PM		310-568-1478	INGLEW CA	1	NPA4 W		RW			0.00
472		10/22	03:29PM		310-568-1478	INGLEW CA	1	NPA4 W		RW			0.00
473		10/22	03:31PM		504-235-9070	INCOMI CL	1	NPA4 W		IRW			0.00
474		10/22	03:37PM		504-235-9070	INCOMI CL	1	NPA4 W		IRW			0.00
475		10/22	06:54PM		908-463-0020	LINDEN NJ	1	NPA4 W		RW			0.00
476		10/22	07:12PM		908-463-0020	LINDEN NJ	1	NPA4 W		RW			0.00
477		10/22	07:13PM		504-235-9070	NEWORL LA	2	NPA4 W		RW			0.00
478		10/22	09:23PM		718-370-9423	INCOMI CL	30	NPA4 W		IRW			0.00
479		10/22	11:37PM		800-621-3362	800 To CL	6	NPA4 W		RW			0.00
480		10/22	11:45PM		800-398-7829	800 To CL	5	NPA4 W		RW			0.00
481		10/22	11:58PM		212-693-4900	NEW YO NY	1	NPA4 W		RW			0.00
482	Sun	10/23	12:20AM		310-671-7213	INGLEW CA	2	NPA4 W		RW			0.00
483		10/23	12:21AM		800-424-6423	800 To CL	3	NPA4 W		RW			0.00
484		10/23	12:25AM		718-368-3334	BKLYN NY	3	NPA4 W		RW			0.00
485		10/23	12:29AM		800-333-3333	800 To CL	1	NPA4 W		RW			0.00
486		10/23	12:34AM		800-627-7468	800 To CL	21	NPA4 W		RW			0.00
487		10/23	09:59AM		800-333-3333	800 To CL	3	NPA4 W		RW			0.00
488		10/23	10:03AM		212-755-4400	NEW YO NY	1	NPA4 W		RW			0.00
489		10/23	10:27AM		866-438-4636	866 To CL	4	NPA4 W		RW			0.00
490		10/23	10:30AM		212-755-4400	NEW YO NY	4	NPA4 W		RW			0.00
491		10/23	10:34AM		718-322-2300	QUEENS NY	1	NPA4 W		RW			0.00
492		10/23	10:35AM		718-322-2300	QUEENS NY	1	NPA4 W		RW			0.00
493		10/23	10:36AM		718-322-2300	QUEENS NY	10	NPA4 W		RW			0.00
494		10/23	10:46AM		212-875-2210	NEW YO NY	2	NPA4 W		RW			0.00
495		10/23	11:51AM		917-697-4937	INCOMI CL	5	NPA4 W		IRW			0.00
496		10/23	01:07PM		213-687-0261	LOSANG CA	6	NPA4 W		RW			0.00

Toni Scaffani 917 697 4937

EXHIBIT **G**



JOEL I. KLEIN, *Chancellor*

Office of the Chancellor
52 Chambers Street – New York, NY 10007

August 3, 2006

Ms. Denise P. Jackson, File No.815661
9728 3rd Avenue #203
Brooklyn, New York 11209

Dear Ms. Jackson:

I have reviewed the report of my Committee concerning the recommendation that all your New York City Department of Education certificate(s)/license(s) be terminated in accordance with Regulation of the Chancellor C-31.

After careful consideration of your case, I have determined to sustain the recommendation as a consequence of file documents and testimony at the Review.

Any and all license(s)/certificate(s) held by you are hereby terminated effective August 30, 2005, the date your name was placed on the Invalid/Inquiry List. Your name will remain on this list.

Sincerely,

Andres Alonso,
Deputy Chancellor
Teaching and Learning
(as designee for Joel I. Klein, Chancellor)

AA:dt

- c: - Gary Barton, Deputy Executive Director, Regional Field Services
Jacqueline Peek-Davis, L.I.S., Region 6
Nelson Serrano, Executive Director, Teachers Retirement System
Yvonne Kong, Director, Bureau of Pedagogic Compensation
Genevieve Aloia, Director, Teacher Records
Stanley Sorogon, Advisor, United Federation of Teachers



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL KLEIN, *Chancellor*

DIVISION OF HUMAN RESOURCES
CENTER FOR RECRUITMENT AND PROFESSIONAL DEVELOPMENT
65 Court Street - Brooklyn, NY 11201

February 6, 2006

SS# 433082238
File 0815661
Position :TEACHER
District 73
School PAUL ROBESON HS

Ms. DENISE JACKSON
9728 3RD AVENUE 203
BROOKLYN, NY 11209

Dear Ms. JACKSON

Please be advised that as of 2/6/2006 you have been placed on The New York City Department of Education's Ineligible/Inquiry List. This directive has been placed at the request of the department named below:

DISCONTINUANCE OF PROBATION-TERMINATED

Should you have any questions please contact the department named above and/or contact your union representative.

It is the responsibility of the district to take appropriate personnel action if you are a regular employee of the New York City Board of Education. If you are not an employee of the New York City Board of Education, it is the responsibility of your direct employer to take appropriate action.

Sincerely,

Lawrence Becker

Lawrence Becker
Senior Deputy Executive Director, Division
of Human Resources.

C:

Kathleen Powers
Special Commissioner of Investigation
Office of Special Investigations



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, Chancellor

Gloria Buckley, Regional Instructional Superintendent
 Rosemary Stuart, Regional Instructional Deputy Superintendent
 Region Six Learning Support Center
 5619 Flatlands Avenue, Brooklyn, NY 11234
 Telephone: (718) 968-6100 Fax: (718) 968-6256

Dr. Jacqueline Peek-Davis, Superintendent
 Community School District 17
 1224 Park Place Room 246
 Brooklyn, New York 11213
 Tel: (718) 221-4372 Fax: (718) 221-4326
 Email: jpeek@nycdoe.org

July 11, 2006

File #- 815661

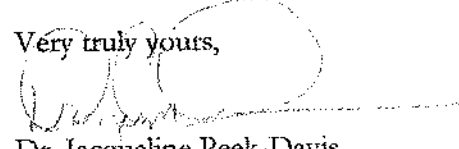
Ms. Denise P. Jackson
 9728 Third Avenue #203
 Brooklyn, New York 11209
 Teacher of English Day High School

Dear Ms. Jackson:

I have received the report from the Chancellor's officially designated Committee of the meeting held on February 3, 2006, pursuant to the provisions of Article 4, in connection with the recommendation Discontinuance of Probationary Service as Teacher of English Day High School at Paul Robeson High School at Region 6 appointed on April 1, 2003.

I am hereby informing you that I have reaffirmed the previous actions which resulted in Discontinuance of Probationary Service effective close of business August 29, 2005.

Very truly yours,


 Dr. Jacqueline Peek-Davis,
 Community Superintendent/L.I.S.
 District 17 Region 6

C: Yvonne Kong, Director, Office of Pedagogic Compensation
 Genevieve Aloia, Teacher Records
 Nelson Serrano, Executive Director, Teacher Retirement System
 Virginia Caputo, Director, Office of Appeals and Reviews
 Charles Turner, UFT Representative
 Ira Weston, Rating Officer



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Boston Area Office

John F. Kennedy Federal Building
Government Center
Fourth Floor, Room 475
Boston, MA 02203
(617) 565-3200
TTY (617) 565-3204
FAX (617) 565-3196

AUG 30 2006

Denise Jackson
9728 3rd Avenue, #203
Brooklyn, NY 11209

Re: Charge No.523-2006-00305, Denise Jackson v NY City Dept of Ed/Robeson High School

Dear Ms. Jackson :

The EEOC has concluded its inquiry into your allegations of discrimination. Under the Equal Employment Opportunity Commission's (EEOC) charge prioritization procedures, we focus our resources only on those charges that are most likely to result in findings of violations of the laws we enforce. In accordance with these procedures, the EEOC has evaluated this charge based on the evidence you and the Respondent provided. The evidence fails to indicate that a violation of the law occurred and it is not likely that additional investigation will result in our finding of a violation.

You allege that you were discriminated against in violation of the Civil Rights Act of 1964, as amended, and the Age Discrimination in Employment Act on the basis of your race, religion, and age and in retaliation for filing a previous charge in that you were discharged from your position as teacher and Respondent is attempting to make you lose your teaching license

Respondent states license revocation for untenured/probationary teachers , as you are, is in accordance with Chancellor's Regulation C-31. Based on direct observation, supervision had determined your rating as unsatisfactory and recommended Discontinuance of Probationary Service as Teacher. This was upheld by the Chancellor's Committee. Your appeal to the Chancellor was denied. There is no indication of retaliation. Respondent states that the Director of the Office of Appeals and review is not attempting to revoke your state certification. Under C-31 it is attempting to revoke your NYC DOE license. There is no indication of a violation of any law enforced by EEOC.

Given the Respondent's answer to the charge, even though you disagree with them, it is unlikely that EEOC would find a violation if it invested additional resources. Thus, the investigation has been concluded. Your Determination /Notice of Right to Sue is enclosed. The Determination is final. If you wish to pursue this charge, you may file in Federal District Court within ninety (90)

Page 2. #523-2006-00305

days of receipt of the enclosed Notice of Right to Sue. Otherwise, your right to sue will be lost.

Sincerely,

A handwritten signature in cursive script, appearing to read "Edith Kessler".

Edith Kessler
Investigator



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, *Chancellor*

OFFICE OF APPEALS AND REVIEWS
65 Court Street - Room 717
Brooklyn, NY 11201

NOTICE TO APPELLANT

APPELLANT: Denise Jackson

ADDRESS: 9728 Third Avenue
Brooklyn, NY 11209

RATING TYPE: Discontinuance-August 29, 2005

DATE: January 12, 2006

FILE #: 815661

SCHOOL: Paul Robeson HS

REGION: 6

ADVISOR: UFT Brooklyn

In accordance with the provisions of Section 4.3.2 of the Bylaws of the New York City Department of Education, a review of the above by the Chancellor's Chairperson is scheduled as follows:

DATE: February 3, 2006

TIME: 9:00 A.M.

PLACE: 65 Court Street, Room 717, Brooklyn, New York 11201

TEL # (718) 935-2991

The following persons are required to attend:

Name:

Title

Ira Weston

Principal - Robeson HS

Barbara Gatti

AP- Robeson HS

Haydiya J. Daniel-Wilkins

RIS

Frank Capaldo

Superintendent's Rep

The School Administrators, listed above, are advised that they may exercise discretion to attend the conference in person or to participate by telephone. (notify this office in advance of the conference if you choose to attend.) Should choose the latter, you must be available to testify via speakerphone at the following time: 9:30 a.m. In the event you are unavailable to testify at the appointed time, this office must be notified as soon as possible. The Chairperson for the hearing can be reached at (718) 935-2991.

In the event the Appellant plans to call witnesses, this office must be notified by the union representative in writing prior to the hearing.

It is the intention of the Chancellor to hold these hearings as expeditiously as possible. T please be advised that **THE SCHEDULING OF THIS CONFERENCE IS NOT SUBJECT TO CHANGE ABSENT EXTREME CIRCUMSTANCES.** The Appellant should contact the union representative any questions regarding this case.

Virginia Caputo
Virginia Caputo,
Director
Office of Appeals and Reviews

EXHIBIT 1

Denise P. Jackson
(718) 266-2623- Home
(718) 564-9953- Mobile

**The Following is a Chronology of Events that Pertain to Retaliation Case # 523
2006-00305.**

- 1- April 19, 2005-** Filed a discrimination case with the U.S. Equal Employment Opportunity Commission (EEOC) based on Race, Age, and Religion.
- 2- May 9, 2005-** The Discrimination case was assigned # 160-2005-02018.
- 3- June 14, 2005-** Received end-of-the year observation report recommending discontinuance of probation that was signed by the principal, the asst. principal and the superintendent.
- 4- June 23, 2005** An Appeal was filed with United Federation of Teachers (UFT) regarding Discontinuance/Denial of Completion of Probation
- 5- July 1, 2005-** Received letter rescinding my summer school teaching position.
- 6- July 28, 2005-** Received letter from superintendent informing me that my probation discontinuance will be reviewed and considered and that I should submit a written response no later than seven days prior to August 29, 2005.
- 7- August 18, 2005-** Forwarded written response to the superintendent via US Postal Service Express Mail.
- 8- August 19, 2005** Express Mail returned to sender marked closed and unclaimed because this address has been taken off of the delivery schedule at the end-of-the school year.
- 9- August 29, 2005-** Received letter from superintendent stating that not only did she receive the Express Mail package but that she is reaffirming the Discontinuance of Probationary Service as well as Termination.

FOR OFFICAL USE ONLY
(Public Availability to be Determined Under 5 USC § 552)

Denise P. Jackson
(718) 266-2623- Home
(718) 564-9953- Mobile

- 10- Mid-October 2005-** Received telephone call from UFT informing me that I can still teach in NYS but not at Paul Roberson High School.
- 11-February 3, 2006-** Attended discontinuance hearing with UFT where my Union Rep. refused to participate because NYC Department of Education threw in C-31 (Revoking of all Teacher's Licensees) at the last minute and illegally. The hearing was only a Discontinuance of probation and never a C-31. However, the hearing official told the Union Rep. that we should have been aware of the C-31 and that we must proceed.
- 12- February 6, 2006-** The NYC Department of Education placed me on an ineligible/inquiry list which indicates that I can not teach in NYS.
- 13- March 2, 2006-** Received a forged document stating that I asked for an appeal hearing for C-31 (Revoking all licensees).
- 14- March 21, 2006-** Filed a Retaliation charge with EEOC.
- 15- March 29, 2006-** Retaliation charge received and accepted by EEOC, assigned case # 523-2006-00305.
- 16- April 19, 2006-** Received letter from EEOC stating the investigator's name assigned to case # 523-2006-00305 as well as informing me that the position statement from the employer is due by May 12, 2006.
- 17- April 22, 2006-** Received notice of UTF hearing for C-31/Discontinuance to be held on May 5, 2006.
- 18- April 27, 2006-** Received a rescheduled notice for C-31/Discontinuance Hearing to be held on May 19, 2006.

FOR OFFICAL USE ONLY
(Public Availability to be Determined Under 5 USC § 552)

EXHIBIT **H**

Provide the name of an individual at a different address whom we can contact if we are

unable to reach you:

Name: Mrs. Audrey Porter Forte Relationship: mother Phone: 504-242-2907
Address: 7001 Neptune Crt., New Orleans, LA. 70124

I declare (certify, verify or state) under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Date: 4/14/05

Signature: Denise Porter Jackson

Print name: Denise P. Jackson

Filling out this form does not constitute filing a charge

Attach copies of any documents you believe would support your discrimination claim

IMPORTANT NOTE:

(This form is covered by the Privacy Act of 1974, Public Law 93-579. Authority for requesting the personal data and the uses thereof are given below.)

FORM NUMBER/TITLE/DATE: EEOC FORM 233, INTAKE QUESTIONNAIRE,

AUTHORITY: 42 U.S.C. 2000e-5(b), 29 U.S.C. Section 626.

GENERAL PURPOSE: The purpose of this questionnaire is to solicit information to enable the Commission to avoid the intake of matters not within its jurisdiction.

USES PURPOSES: Information provided on this form will be used by Commission employees to determine the existence of facts relevant to a decision as to whether the Commission has jurisdiction over potential charges, complaints or allegations of employment discrimination and to provide such pre-charge filing counseling as is appropriate. Information provided on this form may be disclosed to other state, local and federal agencies as may be appropriate or necessary to carry out the Commission's functions. This would include employment practices laws. Information may also be disclosed to Charging Parties in consideration of or connection with litigation.

DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION: The providing of this information is voluntary but the failure to do so may hamper the Commission's investigation of a charge of discrimination. It is not mandatory that this form be used to provide the requested information.

Keep a copy of your completed questionnaire
and other documents that you send

EXHIBIT I

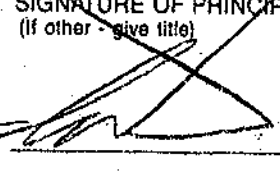

EXHIBIT J

SECTION 1 - REPORT BY PRINCIPAL OR OTHER APPROPRIATE SUPERVISOR:

Case 1:05-cv-06173-ENV-LB Document 1 Filed 11/20/06 Page 59 of 90 PageID #: 176

COMMENTS (as checked. "NA" indicates "Not Applicable.")	SATIS-FACTORY	UNSATIS-FACTORY	ADDITIONAL COMMENTS
A. PERSONAL AND PROFESSIONAL QUALITIES			
1. Attendance and punctuality		✓	
2. Personal appearance	✓		
3. Voice, speech and use of English	✓		
4. Professional attitude and professional growth		✓	
5. Resourcefulness and initiative		✓	
B. PUPIL GUIDANCE AND INSTRUCTION			
1. Effect on character and personality growth of pupils		✓	
2. Control of class	✓		
3. Maintenance of wholesome classroom atmosphere		✓	
4. Planning and preparation of work		✓	
5. Skill in adapting instruction to individual needs and capacities		✓	
6. Effective use of appropriate methods and techniques		✓	
7. Skill in making class lessons interesting to pupils			
8. Extent of pupil participation in the class and school program			
9. Evidence of pupil growth in knowledge, skills, appreciations and attitude		✓	
10. Attention to pupil health, safety and general welfare		✓	
C. CLASSROOM OR SHOP MANAGEMENT			
1. Attention to physical conditions	✓		
2. Housekeeping and appearance of room	✓		
3. Care of equipment by teacher and children	✓		
4. Attention to records and reports		✓	
5. Attention to routine matters		✓	
D. PARTICIPATION IN SCHOOL AND COMMUNITY ACTIVITIES			
1. Maintenance of good relations with other teachers and with supervisors		✓	
2. Effort to establish and maintain good relationships with parents		✓	
3. Willingness to accept special assignments in connection with the school program	✓		
E. ADDITIONAL REMARKS (additional sheets, signed and acknowledged may be attached):			
<div style="display: flex; justify-content: space-around;"> <div>12/22/04 B. Gatti AP/Eng</div> <div>2/18/05 B. Gatti AP/Eng</div> <div>6/2/05 I. Weston Principal</div> <div>5/27/05 B. Gatti AP/Eng</div> </div>			

SECTION 2 - PERFORMANCE EVALUATION

OVERALL EVALUATION S, U, or D (D for first year probation only) For the period: From 9/7/04 to 6/28/05	SIGNATURE OF PRINCIPAL (If other - give title)  DATE 6/13/05	ACKNOWLEDGMENT BY EMPLOYEE I have received this report on: 6/15/05 DATE  SIGNATURE OF EMPLOYEE
--	---	---

(Complete Reverse Side for Probationary Personnel Only)

Case 1:06-cv-06173-ENV-LB Document 1 Filed 11/20/06 Page 60 of 90 PageID #: 177

1. ☐ I recommend approval for continued probationary service.
☐ I recommend certification of completion of probation.
2. ☒ I recommend discontinuance of probationary service.
☐ I recommend denial of certification of completion of probation.

SIGNATURE OF PRINCIPAL (If other, give title)

DATE _____

6/13/05

B. SUPERINTENDENT'S RECOMMENDATION: To be completed by Community or responsible Superintendent and returned to originating unit for employee's acknowledgement.

I recommend _____

discontinuance of probationary service

Date _____

6. 17/05

Signature of Superintendent
(If other, give title)

[Handwritten signature]

C. ACKNOWLEDGEMENT BY PROBATIONARY EMPLOYEE

I have received this report on:

however, this is totally unfair because of their
personal feelings towards me and their need for a position
for their daughter.

Signature of Employee *James P. [illegible]*

Date:

6/15/05

Signature of Employee

George D. Pratt

SECTION 4. - DOCUMENTATION

All recommendations for discontinuance or denial of certification must be accompanied by copies of substantiating documentation attached hereto, including, but not limited to, observation reports, letters, time cards or time sheets, or other relevant material.

[illegible]

NOTE: If space is insufficient to list all documentation, listing on additional sheets may be attached. If there are such continuation sheets, check here ☐. Number of additional sheets:

RULES AND INSTRUCTIONS

1. For "Satisfactory" evaluations, prepare two copies: Copy 1 for the employee, copy 2 for the school (i.e.,
2. For adverse evaluations (U or D), prepare four copies for distribution as follows: Copy 1 for employee, copy 2 for school, copy 3 to the

EXHIBIT **K**

928 3RD AVE. #203
BROOKLYN, N.Y. 11209

Date: 6/23/05

Virginia Caputo
Office of Appeals & Review
7th Floor
Department of Education
65 Court Street
Brooklyn, New York 11201

Dear Ms. Caputo:

I hereby request an appeal for the following reason(s): Check appropriate category(ies).

- ☐ "U" Rating
☐ C-31
☐ C-31 and "U" Rating
☒ C-31 and Discontinuance/Denial of Completion of Probation

Thank you.

Very truly yours,

Denise Jackson
Name DENISE JACKSON

File # 915661

EIS# 0915661

School/District: PAUL ROBESON H.S. / 73/R.6

Principal JRA WESTON

For School Year Ending: JUNE, 2005

Home Phone: 718-564-9403

If/

c

Robert Astrowsky,
Brooklyn Borough Representative

EXHIBIT **L**

June 30, 2005

In order to teach in summer school, one must have S ratings for the past three years.

With a discontinuance, a teacher cannot teach in that license in that district. However, if the teacher is put on the ineligible list, the teacher cannot teach anywhere in New York City.

Rory Bellini

Jackson, Rubin

From: Sandorfy Charles [CSandor@nycboe.net]
Sent: Friday, July 01, 2005 3:13 PM
To: Jackson, Rubin
Subject: summer school

please be advised that the summer position for Denise Jackson(file# 815661) is hereby rescinded due to a "u" rating

EXHIBIT **M**



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, *Chancellor*

Gloria Buckery, Regional Instructional Superintendent
Josephine Urso, Regional Instructional Deputy Superintendent
Region Six Learning Support Center
5619 Flatlands Avenue, Brooklyn, NY 11234
Telephone: (718) 968-6100 Fax: (718) 968-6256

Dr. Jacqueline Peek-Davis, Superintendent
Community School District 17/LIS
1224 Park Place Room 246
Brooklyn, New York, 11213
Tel: (718) 221-4372 Fax: (718) 221-4326
Email: jpeekda@nycboe.net

July 28, 2005

Ms. Denise Jackson
9728 Third Avenue
Brooklyn, New York 11209

Dear Ms. Jackson,

This is to inform you that on August 29, 2005 I will review and consider whether your services as a probationer be discontinued as of the close of business August 29, 2005.

My consideration of your discontinuance is based on the reasons included in the documentation you received with your rating sheet. Therefore, your rating sheet and any accompanying documentation constitute a written statement of the reasons for my consideration of your discontinuance. You may submit a written response to the reasons no later than seven (7) days prior to the date of my consideration and final determination of your discontinuance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jacqueline Peek-Davis".
Dr. Jacqueline Peek-Davis
Community Superintendent District 17

C: Mr. Ira Weston, Principal, Paul Robeson High School
Gloria Buckery, Regional Superintendent, Region 6
Angela Santoro, Director of Personnel, Region 6 & 7
Dr. Elizabeth Arons, Chief Executive, Division of Human Resources
Lawrence E. Becker, Deputy Executive Director, Division of Human Resources
Virginia Caputo, Director, Office of Appeals and Review
Michelle Nacht, Region 6, Special Assistant

EXHIBIT **N**



ED 980553685 US



UNITED STATES POSTAL SERVICE®

Customer Copy
Date: 11/16/2006

Post Office To Addressee

ADDRESSEE USE ONLY

PAYMENT BY ACCOUNT
Business Mail Center Mail only, No.

Federal Agency Acct. No. 1
Post. Service Fee 1.00

☐ WAIVER OF SIGNATURE (Domestic Mail Only)
Additional merchandise insurance is void if
customer requests waiver of signature.

Post delivery to be made without obtaining signature
of addressee or addressee's agent in delivery employee
judges that article can be left in secure building and
only when delivery employee's signature constitutes
proof of delivery.

☐ NO DELIVERY
☐ Weekend ☐ Holiday

Mailor Signature

FROM: (PLEASE PRINT)

PHONE: ()

TO: (PLEASE PRINT)

PHONE: ()

FOR PICKUP OR TRACKING

Visit www.usps.com

Call 1-800-222-1811

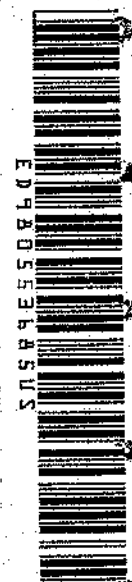
FOR INTERNATIONAL DESTINATIONS, WRITE COUNTRY NAME BELOW

EXHIBIT 0

CALL 1-800-222-1811 FOR PICKUP OR TRAC



UNITED STATES POSTAL SERVICE



ΕΠΙΧΕΙΡΗΣΙΑΚΟ ΠΡΟΓΡΑΜΜΑ

ED 980553685US

ORIGIN (POSTAL SERVICE USE ONLY)

PO ZIP Code	11024	Day of Delivery	<input checked="" type="checkbox"/> Next <input type="checkbox"/> 2nd <input type="checkbox"/> 3rd Day	Postage	\$ 1.26
Date Accepted	8/15/55	Scheduled Date of Delivery		Return Receipt Fee	
Mrs. Day Year	8/15/55	Month	8	Day	15
Time Accepted	3:00 PM	Scheduled Time of Delivery	<input checked="" type="checkbox"/> Noon <input type="checkbox"/> 3 PM	COD Fee	\$
		Military		Insurance Fee	\$
Flat Rate <input type="checkbox"/> or Weight				Total Postage & Fees	\$ 1.26
lbs. ozs.	3.00	<input type="checkbox"/> 2nd Day <input type="checkbox"/> 3rd Day		Acceptance Emp. Initials	4

FROM: (PLEASE PRINT)

PHONE

FOR PICKUP OR TRACKING

visit **www.usps.com**

Call 1-800-222-1811



EXPRESS MAIL

Addressee Copy
Label 11-B, March 2004

Labels 11-B, March 2004

UNITED STATES POSTAL SERVICE®

Post Office To Addressee

DELIVERY (POSTAL USE ONLY)

Delivery Attempt	Time	Employee Signature
Mo. 8/19	11:50 AM	[Signature]
Delivery Attempt	Time	Employee Signature
Mo. 8/19	AM <input type="checkbox"/> PM <input type="checkbox"/>	Employee Signature
Delivery Attempt	Time	Employee Signature
Mo. 8/19	AM <input type="checkbox"/> PM <input type="checkbox"/>	Employee Signature
Delivery Attempt	Time	Employee Signature
Mo. 8/19	AM <input type="checkbox"/> PM <input type="checkbox"/>	Employee Signature

CUSTOMER USE ONLY

1. The first part of the document is a title page. It contains the title of the document, the author's name, and the date of the document.

TO: (PLEASE PRINT)

PHONE

ZIP + 4 (U.S. ADDRESSES ONLY. DO NOT USE FOR FOREIGN POSTAL CODES.)

[illegible]

FOR INTERNATIONAL DESTINATIONS, WRITE COUNTRY NAME BELOW



UNITED STATES
POSTAL SERVICE

א

\$13.65
00098164-1

EXPRESS MAIL

**POSTAGE REQUIRED
DOMESTIC USE ONLY**

U.S. POSTAGE
PAIDBRUCKLIN, NY
11214AUG 18, 05
AMOUNT

1. **NGUYEN**

how many
tail box

by or only



Track/Confirm - Intranet Item Inquiry - Domestic

Item: ED98 0553 685U S

Date/Time Mailed: 08/18/2005 14:00

Destination	ZIP Code: 11213	City: BROOKLYN	State: NY
Origin	ZIP Code: 11214-3804	City: BROOKLYN	State: NY

Class: Express Mail - PO to Addressee

Scheduled Delivery Date: 08/19/2005 12:00

Weight: lb: oz: 3

Postage: \$13.65

Delv Rqmt: Normal

Po Box?: N

Event	Date	Time	Location	Scanner ID
UNCLAIMED	08/24/2005	11:14	BROOKLYN NY 11213	M1H35E60H
Request Delivery Record				
NOTICE LEFT	08/19/2005	11:50	BROOKLYN NY 11213	M1H35E60H
ARRIVAL AT UNIT	08/19/2005	08:31	BROOKLYN NY 11213	M1H35E60H
ENROUTE	08/18/2005	23:02	BROOKLYN NY 11256	00A96Y20B
ACCEPT OR PICKUP	08/18/2005	14:00	BROOKLYN NY 11214	

Enter Request Type and Item Number:

Quick Search ☒Extensive Search ☐[Explanation of Quick and Extensive Searches](#)

Item Number:

Inquire on multiple items.

Go to the Product Tracking System Home Page.

771 9687

EXHIBIT **P**



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, Chancellor

Gloria Buckery, Regional Instructional Superintendent
Region Six Learning Support Center, 5619 Flatlands Avenue, Brooklyn, NY 11234

Josephine Orso, Regional Instructional Deputy Superintendent
Telephone: (718) 968-6100 Fax: (718) 968-6256

Community School District Superintendents
Dr. Jacqueline Peek-Davis, CSD 17, Local Instructional Superintendent
Felicitia Santiago, CSD 18, Local Instructional Superintendent
Robert N. Sheedy, CSD 22, Local Instructional Superintendent

Ainslie Cumberbatch, Local Instructional Superintendent
Marianne Ferrara, Local Instructional Superintendent
Irene Fortunato, Local Instructional Superintendent
Robert Galli, Local Instructional Superintendent
Wendy Karp, Local Instructional Superintendent
Ann Organisciak, Local Instructional Superintendent
Marlene Roy, Local Instructional Superintendent

August 29, 2005

Ms. Denise P. Jackson
9728 Third Avenue #203
Brooklyn, New York 11209

Social Security #: 433-08-2238
File#: 815661

Dear Ms. Denise Jackson:

This is to inform you that after reviewing all appropriate documentation and your written response dated August 15, 2005, I reaffirm your Discontinuance of Probationary Service and Termination effective close of business August 29, 2005. In accordance with Regulation of the Chancellor C-31 and under the Collective Bargaining Agreement, you have the right to appeal this decision to the Office of Appeals and Reviews within 15 school days of the date of this letter. In addition, please be advised that your Social Security number will be placed on the Inquiry List.

Very truly yours,


Dr. Jacqueline Peek-Davis
Community Superintendent District 17

- c: Ira Weston, Principal, Paul Robeson HS
Gloria Buckery, Regional Superintendent, Region 6
Dr. Elizabeth Arons, Chief Executive, Division of Human Resources
Theresa Europe, Deputy Counsel to the Chancellor
Lawrence E. Becker, Deputy Executive Director, Division of Human Resources
Virginia Caputo, Director, Office of Appeals and Reviews
Yvonne Kong, Director, Pedagogical Payroll
Nelson Serrano, Executive Director, Teacher's Retirement System
Genevieve Aloia, Teacher Record
Angela Santoro, Director, Personnel, Regions 6/7
Michelle Nacht, Region 6 Special Assistant

EXHIBIT **Q**

cingular
WIRELESS

Page: 15 of 31
 Billing Cycle Date: 10/12/05 - 11/11/05
 Account Number: 00112434-001-42

Call Detail (Continued)

718-564-9953

User Name: DENISE P JACKSON

Rate Code: NPA4=NATP2000RUMMUNW

Rate Period (Pd.): P=Peak; N=Nights; W=Weekends

Call To: ** = International Call Terminated To Mobile

Feature: 1=PTT One-to-One event; a=Automated Call Return; A=Alternate Line; B=Direct Asst Call Complete; C=Call Waiting;

d=Directory Assistance Call; D=Data Call; E=Extended Local Area; F=Call Forwarding; g=PTT Group event; G=2-N-1 Call;

H=Group Mobile to Mobile Calls; I=Incoming Call; K=Fax Call; M=Mobile to Mobile; O=Auto Dropped Call Credit;

P=Priority Access Service; Q=V-VPN; R=Convert to Home; S=Shared Minutes; T=Three Way Calling; v=Voice Activated Dialing;

W=Weekends; X=Fax Mailbox; Y=Rapid Reply

Item	Day	Date	Time	CL	Number Called	Call To	Min	Rate Code	Rate Pd	Fea- ture	Airtime Charge	LD DA	Total Charge
451		10/22	10:42AM		504-813-1658	INCOMI CL	3	NPA4	W	IRW			0.00
452		10/22	10:46AM		614-476-6082	GAHANN OH	2	NPA4	W	RW			0.00
453		10/22	11:12AM		504-813-1658	KENNER LA	1	NPA4	W	RW			0.00
454		10/22	11:14AM		908-463-0020	LINDEN NJ	1	NPA4	W	RW			0.00
455		10/22	11:18AM		504-235-9070	INCOMI CL	1	NPA4	W	IRW			0.00
456		10/22	11:59AM		818-415-6834	INCOMI CL	1	NPA4	W	IRW			0.00
457		10/22	12:16PM		818-415-6834	BURBAN CA	3	NPA4	W	RW			0.00
458		10/22	12:19PM		661-877-1613	SANCLA CA	1	NPA4	W	RW			0.00
459		10/22	12:32PM		661-877-1613	INCOMI CL	1	NPA4	W	IRW			0.00
460		10/22	12:44PM		661-877-1613	SANCLA CA	3	NPA4	W	RW			0.00
461		10/22	12:45PM		661-877-1613	INCOMI CL	6	NPA4	W	IRW			0.00
462		10/22	12:50PM		818-415-6834	BURBAN CA	5	NPA4	W	RW			0.00
463		10/22	01:03PM		504-235-9070	INCOMI CL	2	NPA4	W	IRW			0.00
464		10/22	01:34PM		504-235-9070	NEWORL LA	2	NPA4	W	RW			0.00
465		10/22	01:43PM		504-235-9070	NEWORL LA	1	NPA4	W	RW			0.00
466		10/22	01:45PM		504-235-9070	NEWORL LA	1	NPA4	W	RW			0.00
467		10/22	02:08PM		213-926-1519	INCOMI CL	1	NPA4	W	IRW			0.00
468		10/22	02:09PM		213-926-1519	LOSANG CA	1	NPA4	W	RW			0.00
469		10/22	02:13PM		504-235-9070	NEWORL LA	1	NPA4	W	RW			0.00
470		10/22	02:20PM		504-235-9070	INCOMI CL	1	NPA4	W	IRW			0.00
471		10/22	03:28PM		310-568-1478	INGLEW CA	1	NPA4	W	RW			0.00
472		10/22	03:29PM		310-568-1478	INGLEW CA	1	NPA4	W	RW			0.00
473		10/22	03:31PM		504-235-9070	INCOMI CL	1	NPA4	W	IRW			0.00
474		10/22	03:37PM		504-235-9070	INCOMI CL	1	NPA4	W	IRW			0.00
475		10/22	06:54PM		908-463-0020	LINDEN NJ	1	NPA4	W	RW			0.00
476		10/22	07:12PM		908-463-0020	LINDEN NJ	1	NPA4	W	RW			0.00
477		10/22	07:13PM		504-235-9070	NEWORL LA	2	NPA4	W	RW			0.00
478		10/22	09:23PM		718-370-9423	INCOMI CL	30	NPA4	W	IRW			0.00
479		10/22	11:37PM		800-621-3362	800 To CL	6	NPA4	W	RW			0.00
480		10/22	11:45PM		800-398-7829	800 To CL	5	NPA4	W	RW			0.00
481		10/22	11:58PM		212-693-4900	NEW YO NY	1	NPA4	W	RW			0.00
482	Sun	10/23	12:20AM		310-671-7213	INGLEW CA	2	NPA4	W	RW			0.00
483		10/23	12:21AM		800-424-6423	800 To CL	3	NPA4	W	RW			0.00
484		10/23	12:25AM		718-368-3334	BKLYN NY	3	NPA4	W	RW			0.00
485		10/23	12:29AM		800-333-3333	800 To CL	1	NPA4	W	RW			0.00
486		10/23	12:34AM		800-627-7468	800 To CL	21	NPA4	W	RW			0.00
487		10/23	09:59AM		800-333-3333	800 To CL	3	NPA4	W	RW			0.00
488		10/23	10:03AM		212-755-4400	NEW YO NY	1	NPA4	W	RW			0.00
489		10/23	10:27AM		866-438-4636	866 To CL	4	NPA4	W	RW			0.00
490		10/23	10:30AM		212-755-4400	NEW YO NY	4	NPA4	W	RW			0.00
491		10/23	10:34AM		718-322-2300	QUEENS NY	1	NPA4	W	RW			0.00
492		10/23	10:35AM		718-322-2300	QUEENS NY	1	NPA4	W	RW			0.00
493		10/23	10:36AM		718-322-2300	QUEENS NY	10	NPA4	W	RW			0.00
494		10/23	10:46AM		212-875-2210	NEW YO NY	2	NPA4	W	RW			0.00
495		10/23	11:51AM		917-697-4937	INCOMI CL	5	NPA4	W	IRW			0.00
496		10/23	01:07PM		213-687-0261	LOSANG CA	6	NPA4	W	RW			0.00

UFT Officer

Toni Scapellato 917 697 4937

EXHIBIT **R**



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, *Chancellor*

OFFICE OF APPEALS AND REVIEWS
65 Court Street – Room 717
Brooklyn, NY 11201

NOTICE TO APPELLANT

APPELLANT: Denise Jackson

ADDRESS: 9728 Third Avenue
Brooklyn, NY 11209

RATING TYPE: Discontinuance-August 29, 2005

DATE: January 12, 2006

FILE #: 815661

SCHOOL: Paul Robeson HS

REGION: 6

ADVISOR: UFT Brooklyn

In accordance with the provisions of Section 4.3.2 of the Bylaws of the New York City Department of Education, a review of the above by the Chancellor's Chairperson is scheduled as follows:

DATE: February 3, 2006

TIME: 9:00 A.M.

PLACE: 65 Court Street, Room 717, Brooklyn, New York 11201

TEL # (718) 935-2991

The following persons are required to attend:

Name:

Title

Ira Weston

Principal – Robeson HS

Barbara Gatti

AP- Robeson HS

Haydiya J. Daniel-Wilkins

RIS

Frank Capaldo

Superintendent's Rep

The School Administrators, listed above, are advised that they may exercise discretion to attend the conference in person or to participate by telephone. (notify this office in advance of the conference if you choose to attend.) Should you choose the latter, you must be available to testify via speakerphone at the following time: 9:30 a.m. In the event you are unavailable to testify at the appointed time, this office must be notified as soon as possible. The Chairperson for the hearing can be reached at (718) 935-2991.

In the event the Appellant plans to call witnesses, this office must be notified by the union representative in writing prior to the hearing.

It is the intention of the Chancellor to hold these hearings as expeditiously as possible. The Appellant should be advised that THE SCHEDULING OF THIS CONFERENCE IS NOT SUBJECT TO CHANGE ABSENT EXTREME CIRCUMSTANCES. The Appellant should contact the union representative with any questions regarding this case.

Virginia Caputo
Virginia Caputo,
Director
Office of Appeals and Reviews

EXHIBIT S



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL KLEIN, *Chancellor*

DIVISION OF HUMAN RESOURCES
CENTER FOR RECRUITMENT AND PROFESSIONAL DEVELOPMENT
65 Court Street - Brooklyn, NY 11201

February 6, 2006

SS# 433082238
File 0815661
Position :TEACHER
District 73
School PAUL ROBESON HS

Ms. DENISE JACKSON
9728 3RD AVENUE 203
BROOKLYN, NY 11209

Dear Ms. JACKSON

Please be advised that as of 2/6/2006 you have been placed on The New York City Department of Education's Ineligible/Inquiry List. This directive has been placed at the request of the department named below:

DISCONTINUANCE OF PROBATION-TERMINATED

Should you have any questions please contact the department named above and/or contact your union representative.

It is the responsibility of the district to take appropriate personnel action if you are a regular employee of the New York City Board of Education. If you are not an employee of the New York City Board of Education, it is the responsibility of your direct employer to take appropriate action.

Sincerely,

Lawrence Becker

Lawrence Becker
Senior Deputy Executive Director, Division
of Human Resources.

c:

Kathleen Powers
Special Commissioner of Investigation
Office of Special Investigations

EXHIBIT T

9728 Third Avenue
Brooklyn, NY 11209
February 28, 2006

Virginia Caputo
Office of Appeals & Reviews
7th Floor
Department of Education
65 Court Street
Brooklyn, NY 11201

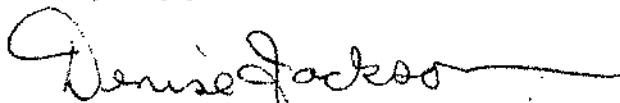
Dear Ms. Caputo:

I hereby request an appeal for the following reasons(s): Check appropriate category(ies).

- ☐ "U" Rating
☒ C-31
☐ C-31 and "U" Rating
☐ C-31 and Discontinuance/Denial of Completion of Probation

Thank you.

Very truly yours,



Name: Denise Jackson
File #: 815661
School/District: Paul Robeson H.S./D.73
Principal: Ira Weston
For School Year Ending: June 28, 2006
Home Phone: 718-564-9953

ad/
Opelu:153
c: Robert Astrowsky
Brooklyn Borough Representative

K625

27921

MAR 07 2006

EXHIBIT **U**

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA

☒ EEOC

523-2006-00305

New York State Division Of Human Rights

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Denise Jackson

Home Phone (Incl. Area Code)

(718) 564-9953

Date of Birth

06-01-1955

Street Address

City, State and ZIP Code

9728 3rd Avenue, #203, Brooklyn, NY 11209

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

NY CITY DEPT OF ED/ROBESON HIGH SCHOOL

No. Employees, Members

15 - 100

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

52 Chambers Street, Room 308, New York, NY 10007

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☒ RACE ☐ COLOR ☐ SEX ☒ RELIGION ☐ NATIONAL ORIGIN
☒ RETALIATION ☒ AGE ☐ DISABILITY ☐ OTHER (Specify below.)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

02-06-2006

02-06-2006



CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On or about February 6, 2006, I was discharged. The school is also attempting to make me lose my teaching license.

I believe I was discriminated against for filing a pervious charge of discrimination, in violation of Title VII of the Civil Rights Act of 1964, and because of my age, in violation of the Age Discrimination in Employment Act of 1967, as amended, and all applicable state laws.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

X
 SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)

Date

Charging Party Signature

EXHIBIT **V**



THE NEW YORK CITY DEPARTMENT OF EDUCATION
JOEL I. KLEIN, Chancellor

OFFICE OF APPEALS AND REVIEWS
65 Court Street - Room 717
Brooklyn, NY 11201

NOTICE TO APPELLANT

APPELLANT: Denise Jackson

ADDRESS: 9728 Third Avenue, #203
Brooklyn, New York 11209

DATE: April 6, 2006

FILE #: 815661/ (992038)

SCHOOL: Paul Robeson HS

REGION: 6

RATING TYPE: C-31/DISCONTINUANCE - AUG. 30, 2005

ADVISOR: UFT Brooklyn

In accordance with the provisions of Section 4.3.2 of the Bylaws of the New York City Department of Education, a review of the above by the Chancellor's Chairperson is scheduled as follows:

DATE: May 5, 2006

TIME: 1:00 P.M.

PLACE: 65 Court Street, Room 717, Brooklyn, New York 11201

TEL # (718) 935-2991

The following persons are required to attend:

Name:

Ira Weston

Barbara Gatti

Hadiya Daniel-Wilkins

Geraldine Schowerer

Title

Principal - Paul Robeson HS

Assistant Principal - Paul Robeson HS

RIS - Region 6

Superintendent's Representative

The School Administrators, listed above, are advised that they may exercise discretion to attend the conference in person or to participate by telephone. (Please notify this office in advance of the conference if you choose to attend.) Should you choose the latter, you must be available to testify via speakerphone at the following time: 1:00 p.m. In the event you are unavailable to testify at the appointed time, this office must be notified as soon as possible. The Chairperson for the hearing can be reached at (718) 935-2991.

In the event the Appellant plans to call witnesses, this office must be notified by the union representative in writing prior to the hearing.

It is the intention of the Chancellor to hold these hearings as expeditiously as possible. Therefore, please be advised that **THE SCHEDULING OF THIS CONFERENCE IS NOT SUBJECT TO CHANGE ABSENT EXTREME CIRCUMSTANCES.** The Appellant should contact the union representative with any questions regarding this case.

Virginia Caputo
Virginia Caputo,
Director
Office of Appeals and Reviews

EXHIBIT W



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, Chancellor

OFFICE OF APPEALS AND REVIEWS
65 Court Street – Room 717
Brooklyn, NY 11201

**NOTICE TO APPELLANT
RESCHEDULED**

DATE: April 19, 2006

APPELLANT: Denise Jackson

FILE #: 815661/ (992038)

ADDRESS: 9728 Third Avenue, #203
Brooklyn, New York 11209

SCHOOL: Paul Robeson HS

REGION: 6

RATING TYPE: C-31/DISCONTINUANCE – AUG. 30, 2005

ADVISOR: UFT Brooklyn

In accordance with the provisions of Section 4.3.2 of the Bylaws of the New York City Department of Education, a review of the above by the Chancellor's Chairperson is scheduled as follows:

DATE: May 19, 2006

TIME: 1:00 P.M.

PLACE: 65 Court Street, Room 717, Brooklyn, New York 11201

TEL # (718) 935-2991

The following persons are required to attend:

Name:

Ira Weston
Barbara Gatti
Hadiya Daniel-Wilkins
Geraldine Schowerer

Title

Principal – Paul Robeson HS
Assistant Principal – Paul Robeson HS
RIS – Region 6
Superintendent's Representative

The School Administrators, listed above, are advised that they may exercise discretion to attend the conference in person or to participate by telephone. (Please notify this office in advance of the conference if you choose to attend.) Should you choose the latter, you must be available to testify via speakerphone at the following time: 1:00 p.m. In the event you are unavailable to testify at the appointed time, this office must be notified as soon as possible. The Chairperson for the hearing can be reached at (718) 935-2991.

In the event the Appellant plans to call witnesses, this office must be notified by the union representative in writing prior to the hearing.

It is the intention of the Chancellor to hold these hearings as expeditiously as possible. Therefore, please be advised that **THE SCHEDULING OF THIS CONFERENCE IS NOT SUBJECT TO CHANGE ABSENT EXTREME CIRCUMSTANCES.** The Appellant should contact the union representative with any questions regarding this case.

Virginia Caputo
Virginia Caputo,
Director
Office of Appeals and Reviews

EXHIBIT X



THE NEW YORK CITY DEPARTMENT OF EDUCATION

JOEL I. KLEIN, *Chancellor*

OFFICE OF APPEALS AND REVIEWS
65 Court Street – Room 717
Brooklyn, NY 11201

NOTICE TO APPELLANT RESCHEDULED

DATE: April 19, 2006

APPELLANT: Denise Jackson

FILE #: 815661/ (992038)

ADDRESS: 9728 Third Avenue, #203
Brooklyn, New York 11209

SCHOOL: Paul Robeson HS

REGION: 6

RATING TYPE: C-31/DISCONTINUANCE – AUG. 30, 2005

ADVISOR: UFT Brooklyn

In accordance with the provisions of Section 4.3.2 of the Bylaws of the New York City Department of Education, a review of the above by the Chancellor's Chairperson is scheduled as follows:

DATE: May 19, 2006

TIME: 1:00 P.M.

PLACE: 65 Court Street, Room 717, Brooklyn, New York 11201

TEL # (718) 935-2991

The following persons are required to attend:

Name:

Ira Weston

Barbara Gatti

Hadiya Daniel-Wilkins

Geraldine Schowerer

Title

Principal – Paul Robeson HS

Assistant Principal – Paul Robeson HS

RIS – Region 6

Superintendent's Representative

The School Administrators, listed above, are advised that they may exercise discretion to attend the conference in person or to participate by telephone. (Please notify this office in advance of the conference if you choose to attend.) Should you choose the latter, you must be available to testify via speakerphone at the following time: 1:00 p.m. In the event you are unavailable to testify at the appointed time, this office must be notified as soon as possible. The Chairperson for the hearing can be reached at (718) 935-2991.

In the event the Appellant plans to call witnesses, this office must be notified by the union representative in writing prior to the hearing.

It is the intention of the Chancellor to hold these hearings as expeditiously as possible. Therefore, please be advised that THE SCHEDULING OF THIS CONFERENCE IS NOT SUBJECT TO CHANGE ABSENT EXTREME CIRCUMSTANCES. The Appellant should contact the union representative with any questions regarding this case.

Virginia Caputo
Virginia Caputo,
Director
Office of Appeals and Reviews